

Assembly Bill No. 668

CHAPTER 613

An act to amend Section 89320 of the Education Code, relating to the California State University.

[Approved by Governor October 8, 2011. Filed with
Secretary of State October 8, 2011.]

LEGISLATIVE COUNSEL'S DIGEST

AB 668, Block. California State University: examinations: undue hardship.

Existing law establishes the California State University, which is administered by the Trustees of the California State University. Existing law requires the state universities, in administering any test or examination, to permit any student who is eligible to undergo the test or examination to do so, without penalty, at a time when that activity would not violate the student's religious creed, except when it would impose an undue hardship that could not reasonably have been avoided.

This bill would define the term "undue hardship" for that purpose.

The people of the State of California do enact as follows:

SECTION 1. Section 89320 of the Education Code is amended to read:

89320. (a) The Trustees of the California State University shall require each state university, in administering any test or examination, to permit any student who is eligible to undergo the test or examination to do so, without penalty, at a time when that activity would not violate the student's religious creed. This requirement shall not apply if administering the test or examination at an alternate time would impose an undue hardship that could not reasonably have been avoided. In any court proceeding in which the existence of an undue hardship that could not reasonably have been avoided is an issue, the burden of proof shall be upon the institution.

(b) As used in this section, "undue hardship" means an action requiring significant difficulty or expense, when considered in light of the following factors:

- (1) The nature and cost of the accommodation needed.
- (2) The overall financial resources of the facilities involved in the provision of the reasonable accommodations, the number of persons employed at the facility, and the effect on expenses and resources or the impact otherwise of these accommodations upon the operation of the facility.
- (3) The overall financial resources of the covered entity, the overall size of the business of a covered entity with respect to the number of employees, and the number, type, and location of its facilities.

- (4) The type of operations, including the composition, structure, and functions of the workforce of the entity.
- (5) The geographic separateness, administrative, or fiscal relationship of the facility or facilities.